

## 12.120 LABOR DISPUTES AND STRIKES

### **Reference:**

Procedure 12.413 - Enforcement of Court Orders  
Procedure 19.140 - Outside Employment  
Standards Manual - 1.2.6

### **Policy:**

In all cases of labor disputes or strikes in which there is picketing, demonstrations, or disorder, a district supervisor will confer with both labor and management officials. The supervisor will emphasize the Police Division's neutral position and its responsibility to protect life and property. The supervisor will also point out the rights and responsibilities of both labor and management toward the preservation of the peace.

Division personnel will not discuss controversial matters, or state their opinions on any issue concerning the dispute or strike.

### **Procedure:**

#### **A. Police Action:**

##### **1. District supervisor duties:**

- a. A district supervisor will respond to the scene of the strike or labor dispute.
- b. Confer with both labor and management officials, and emphasize the Police Division's neutral position and its responsibility to protect life and property.
- c. A supervisor from the district of occurrence will prepare a Form 17. FAX a copy immediately to Patrol Bureau. Send the original, through channels, to the Patrol Bureau Commander.

##### **2. The district commander, when notified, will:**

- a. Take steps to provide sufficient police presence and supervision, if necessary.

- 1) Form police details if conditions warrant.
  - b. Maintain close contact with both sides of the dispute in order to keep the Division informed.
  - c. Send the necessary written reports to the Patrol Bureau Commander. The reports will include incidents, complaints, or offenses related to the dispute.
  - d. Notify the Patrol Bureau Commander, via Form 17, when the involved parties settle the dispute.
3. If the dispute reaches a critical state, or the district needs extra assistance, the district OIC will request Police Communications Section (PCS) to notify the following:
    - a. Night Chief if occurring during his tour of duty.
    - b. District commander
    - c. Patrol Bureau Commander
    - d. Duty Officer if a weekend.
  4. In arranging for police presence at the scene of a labor or management conflict, and based upon a proven need, the Police Division will provide on-duty uniformed personnel up to the point where the problem requires more personnel than the Division can provide.
- B. Arrests:
1. Keep arrests resulting from minor incidents on picket lines or other demonstrations to a minimum. Exercise sound judgment and make arrests as a last resort.
  2. Try to clear minor incidents between individuals by separating and warning them. Recommend the Private Complaint Program and order them to leave the area.

3. Officers will make an immediate arrest for incidents such as assault, inciting to riot, property damage, etc.
4. Before an arrest, the officer will:
  - a. Determine if sympathizers will interfere with the arrest.
    - 1) Make a positive identification of the person and arrest later if the arrest is not possible at the time.
  - b. If officers expect trouble, call for help before the need arises.
    - 1) A proper show of force can frequently end spontaneous acts of violence by the crowd.
5. Immediately transport arrested persons from the scene to avoid rescue attempts or other acts by sympathizers.
6. In the event of mass arrests, officers must be able to identify defendants at the trial.
  - a. When possible, use camera equipment to identify involved persons.

C. Court Orders:

1. If the court invokes a court order, injunction, or similar legal process, the OIC will advise the City Solicitor or prosecutor.
  - a. It is the responsibility of the City Solicitor or prosecutor to determine what impact the legal process will have upon the duties of the Police Division.
  - b. If other than normal business hours PCS will recall a solicitor.

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